

**Workforce Equality Profile - As at end of March 2019 - BHCC**

Ethnicity					Disability		LGBT		Sex Profile		
Targets					8.0%		13%		53.60% 46.40%		
Grade	BHCC	White - British	White - Irish	White - Other	BME	No disability	Disability	Heterosexual	LGBT	Male	Female
	Lower (Scale 6 and below)	81.29%	1.39%	9.00%	8.33%	92.45%	7.55%	88.25%	11.75%	44.02%	55.98%
	Middle (SO1/2 to M9)	85.55%	2.84%	5.09%	6.51%	92.23%	7.77%	87.00%	13.00%	36.62%	63.38%
	Upper (M8 and above)	86.27%	3.92%	3.36%	6.44%	92.92%	7.08%	86.39%	13.61%	36.80%	63.20%
Contract	BHCC	White - British	White - Irish	White - Other	BME	No disability	Disability	Heterosexual	LGBT	Male	Female
	Permanent	84.38%	2.21%	6.65%	6.77%	92.22%	7.78%	87.74%	12.26%	40.43%	59.57%
	Temporary/Seconded/Fixed Term	76.87%	2.65%	7.95%	12.53%	93.80%	6.20%	85.31%	14.69%	37.78%	62.22%

Data excludes schools staff.  
 Data includes contracted staff only, including temporary and fixed term staff.  
 All graphs are based on data where respective characteristics data is known.  
 Unknown graphs represent data where information is unknown or not provided at all.  
 Records where staff declined to specify is within the known data.

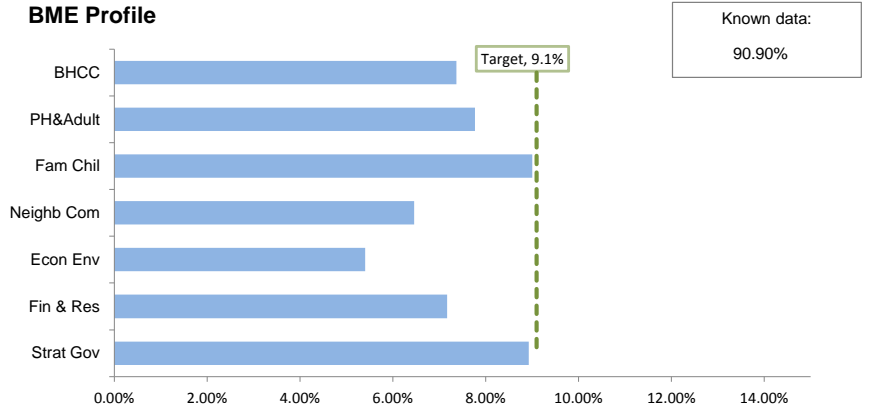
Traffic Light System (below): Grade and Contract are measured against the target.

above target	below target	within 10% below target
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### Ethnicity Profile

#### BME Profile

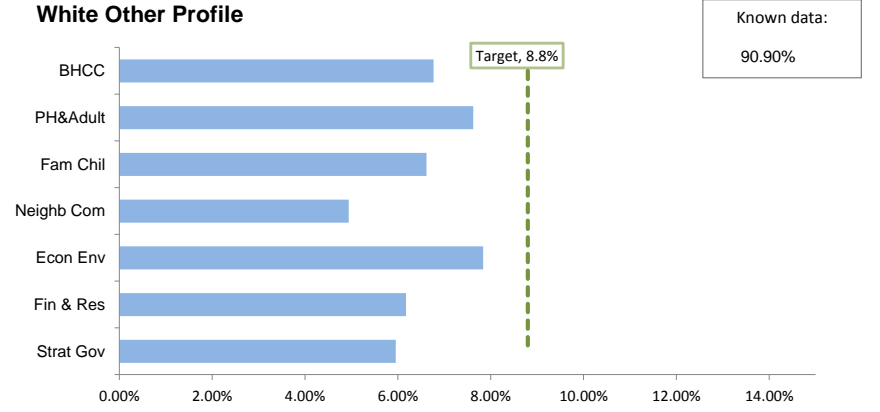


	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
BME	7.37%	7.77%	9.01%	6.46%	5.41%	7.17%	8.93%

Known data:

90.90%

#### White Other Profile

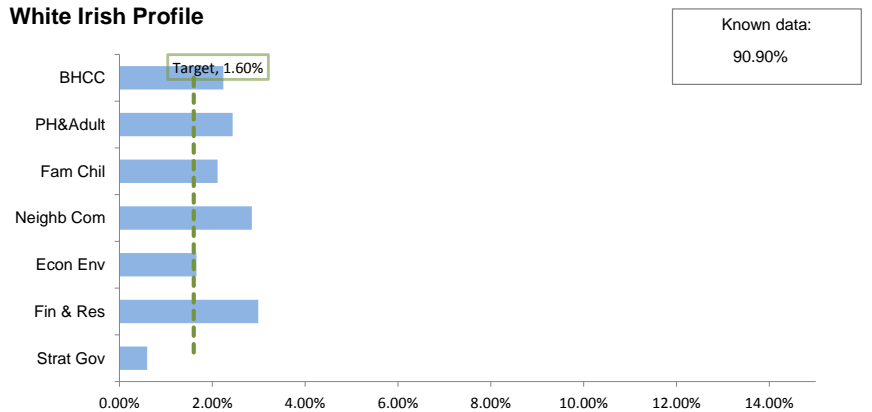


	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
White - Other	6.77%	7.62%	6.62%	4.94%	7.84%	6.18%	5.95%

Known data:

90.90%

#### White Irish Profile

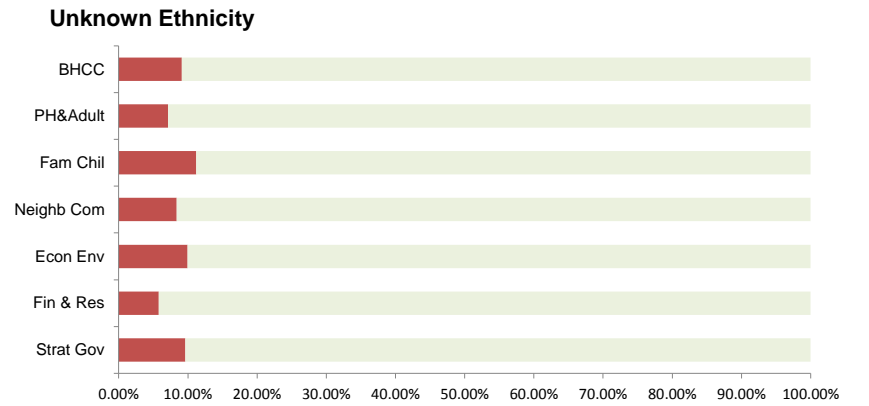


	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
White - Irish	2.24%	2.44%	2.11%	2.85%	1.66%	2.99%	0.60%

Known data:

90.90%

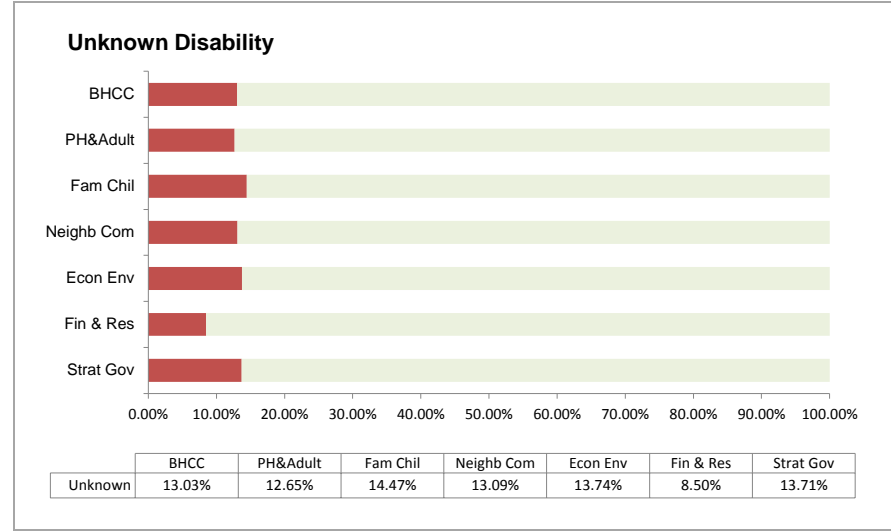
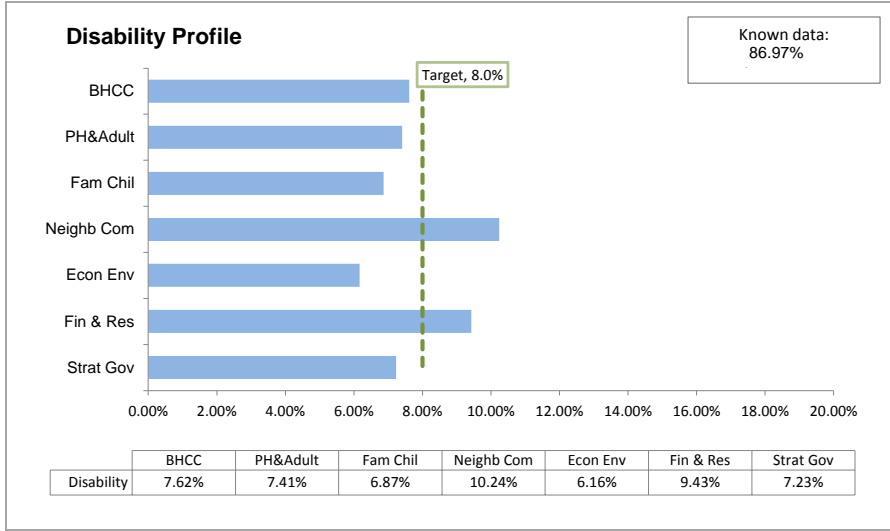
#### Unknown Ethnicity



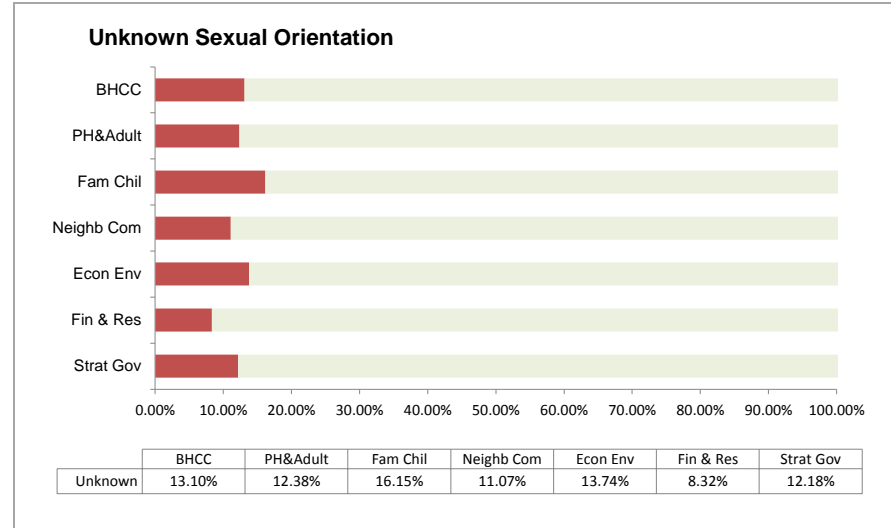
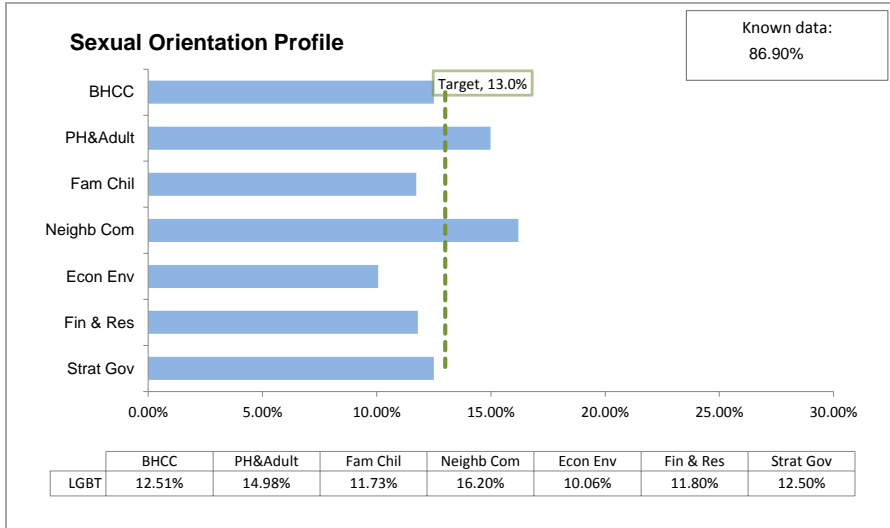
	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
Unknown	9.10%	7.15%	11.19%	8.39%	9.95%	5.79%	9.64%

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### Disability Profile

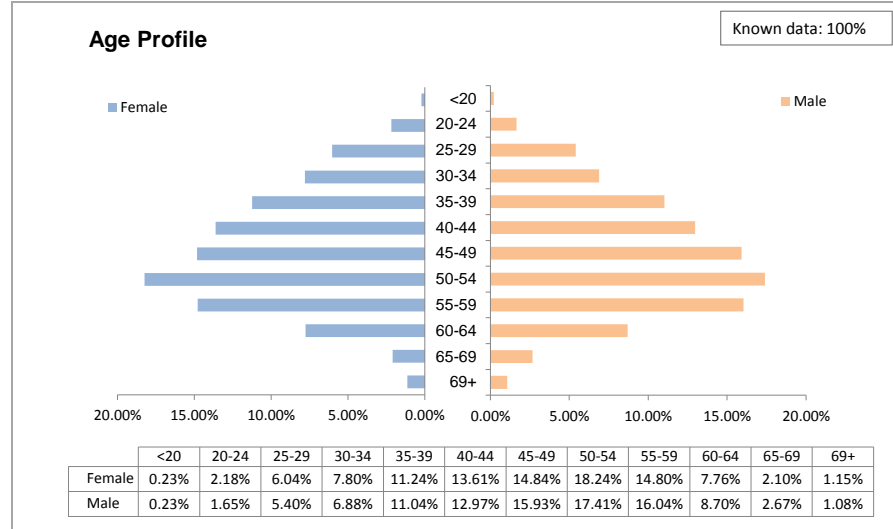
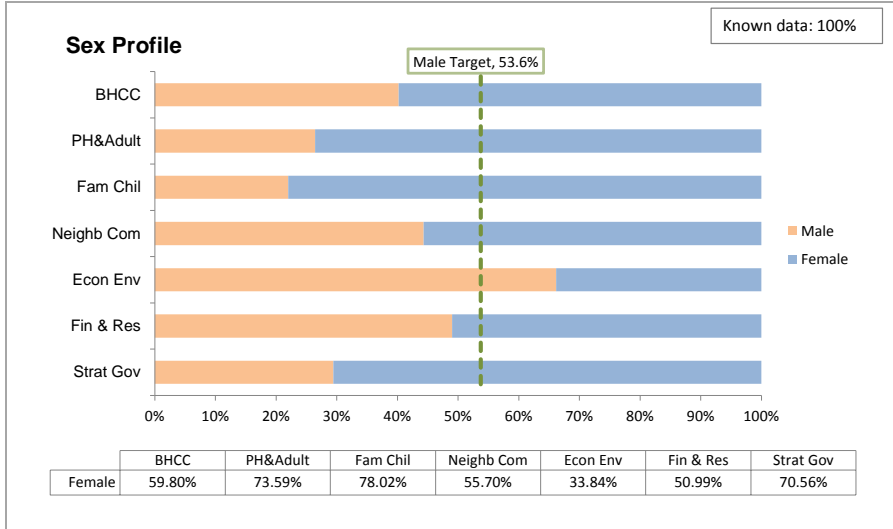


### Sexual Orientation Profile



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### Sex Profile and Age Profile



### Religion or Belief Profile

